



PGF CAPITAL BERHAD

GROUPS' REMUNERATION POLICY

(Version 1: approved on 26 July 2024)

INTRODUCTION

This policy is created to ensure that employees can raise concerns without the fear of reprisals and is applicable to **PGF CAPITAL BERHAD** and all its subsidiaries ("PGF").

Remuneration Policy

1. Purpose

The purpose of this Remuneration Policy is to outline the principles and guidelines for determining the remuneration of directors, senior management, and employees of the Company to ensure fair, competitive, and performance-based compensation.

2. Scope

This policy applies to all directors, senior management, and employees of the Company.

3. Policy Statement

The Company is committed to attracting, retaining, and motivating talented individuals by offering competitive and fair remuneration packages that align with industry standards and reflect individual performance and contribution to the Company's success.

4. Objectives

- 4.1 To ensure remuneration packages are competitive within the industry.
- 4.2 To align the interests of directors, senior management, and employees with those of the Company and its shareholders.
- 4.3 To promote a high-performance culture by linking remuneration to individual and Company performance.
- 4.4 To comply with all legal and regulatory requirements regarding remuneration.

5. Principles

- 5.1 **Fairness and Equity:** Remuneration will be based on the role, responsibilities, experience, and performance, ensuring fairness and equity across the Company.
- 5.2 **Performance-Based:** A significant portion of remuneration, particularly for senior management, will be linked to performance metrics, both individual and Company-wide.
- 5.3 **Competitiveness:** Remuneration packages will be regularly reviewed and adjusted to remain competitive with industry standards and attract top talent.
- 5.4 **Transparency:** The process for determining remuneration will be transparent and communicated clearly to all employees.

6. Components of Remuneration

- 6.1 **Base Salary:** A fixed salary that reflects the individual's role, experience, and market conditions.
- 6.2 **Performance Bonuses:** Variable pay based on the achievement of individual and Company performance targets.
- 6.3 **Benefits:** Comprehensive benefits packages including health insurance, retirement plans, and other employee benefits.
- 6.4 **Other Incentives:** Additional incentives as deemed appropriate to reward exceptional performance or contributions.

7. Review and Approval Process

- 7.1 **Board of Directors:** The Board is responsible for approving the remuneration of directors and senior management.
- 7.2 **Remuneration Committee:** The Remuneration Committee will review and recommend remuneration packages for directors and senior management, ensuring alignment with the Company's remuneration principles and market practices.
- 7.3 **Annual Review:** Compensation packages for PGF employees will be reviewed annually to ensure they stay competitive and align with the Company's goals and performance.

8. Compliance

The Company will ensure compliance with all relevant laws and regulations related to remuneration practices.

9. Communication

This policy will be communicated to all employees and made available on the Company's internal and external communication platforms.

10. Policy Review

This policy will be reviewed annually by the Remuneration Committee and updated as necessary to ensure it remains relevant and effective.

This Remuneration Policy outlines the Company's approach to determining fair and competitive compensation for its directors, senior management, and employees.